

**PLAINTIFF'S MOTION
EXHIBIT 1**



Online Performance Evaluation System Police Officer - Detective Specialist

RATEE

SURNAME	FIRST	M.I.	Appt Date
SCHOOLCRAFT	ADRIAN	P	7/1/2002
RATEE TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
	PO	081	11/15/2005
TIMES SICK	DAYS LOST	PURPOSE	RECOMMENDATION
NLOD: 0	NLOD: 0	ANNUAL	CONTINUE IN
LOD: 0	LOD: 0		PRESENT
			ASSIGNMENT

Not chronic Date of Primary Assignment: 11/15/2005 ☐ IF COMPLETED POLICE CADET PROGRAM

Primary Assignment: PATROL Rating Period From: 12/16/2004 To: 12/15/2005

RATER

SURNAME	FIRST	M.I.	
MEYER	WILLIAM	F	
RATER TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
	SERGEANT	081	3/28/2003

PERFORMANCE AREAS

Area	Rating
1 Community Interaction	3
2 Apprehension/Intervention	3
3 Victim/Prisoner Interaction	3
4 Processing Arrests	3
5 Vehicular Offenses/Accidents	4
6 Handling Specific Offenses	4
7 Police Interaction/Notification	4
8 Vehicle Operation/Maintenance	4
9 Review and Maintenance	4
10 Handling Special Cases	4
11 Vouchering	4
12 Report/Clerical Duties	4

BEHAVIORAL DIMENSIONS

Dimension	Rating
13 Police Ethics / Integrity	5
14 Comprehension Skills	4
15 Communication Skills	4
16 Reasoning Ability	3
17 Information Ordering	3
18 Problem Recognition	4
19 Visualization	3
20 Spatial Orientation	4
21 Memorization	4
22 Judgement	4
23 Innovativeness	4
24 Adaptability	4
25 Drive/Initiative	4
26 Interpersonal Skills	4
27 Appearance/Professional Image	4
28 Physical Fitness/Physical Activities	5

Overall Evaluation : 3.5

Annual Total of Quarterly Point: 48

13. Police Ethics / Integrity

PO SCHOOLCRAFT IS ALWAYS ON TIME AND PUNCTUAL. PO SCHOOLCRAFT ALWAYS SUPPORTS DEPARTMENT POLICY. PO SCHOOLCRAFT'S DEPARTMENT AND PERFORMANCE ALWAYS REFLECTS A HIGH LEVEL OF INTEGRITY.

15. Communication Skills

PO SCHOOLCRAFT'S ABILITY TO COMMUNICATE IS VERY GOOD IN THAT HE COMMANDS THE ATTENTION OF ALL LISTENERS. PO SCHOOLCRAFT SPEAKS WITH FORCEFULNESS AND CLARITY AND HAS NEAR PERFECT ENUNCIATION.

27. Appearance/Professional Image

PO SCHOOLCRAFT ALWAYS DRESSES APPROPRIATELY FOR ASSIGNMENTS. PO SCHOOLCRAFT'S APPEARANCE IS ALWAYS IN HARMONY WITH HIS PROFESSIONAL CAPACITY. PO SCHOOLCRAFT IS REFLECTIVE OF A POSITIVE SELF-IMAGE AND PROFESSIONAL PRIDE.

Overall Rater's Comments:

ALTHOUGH PO SCHOOLCRAFT HAS BEEN OUT LONG-TERM LEAVE FOR MOST OF THIS RATING PERIOD HE HAS PROVEN HIMSELF TO BE A FINE OFFICER WITH GREAT POTENTIAL. PO SCHOOLCRAFT ALWAYS REPRESENTS THE DEPARTMENT IN A VERY FAVORABLE MANNER. PO SCHOOLCRAFT ALWAYS SHOWS COURTESY AND RESPECT TO THE PUBLIC, HIS PEERS AS WELL AS HIS SUPERVISORS.

BY SIGNING THIS FORM, THE RATER AND REVIEWER CERTIFY THAT IN FORMULATING THIS PERFORMANCE APPRAISAL, THEY HAVE REVIEWED AND CONSIDERED RATEE'S CPI, DEPARTMENT RECOGNITION, CCRB, PERFORMANCE MONITORING RECORDS, EEO COMPLIANCE, AND ALL OTHER RECORDS OF PERFORMANCE DOCUMENTATION FOR EVENTS IN THE IMMEDIATE RATING PERIOD. POSITIVE ACCOMPLISHMENTS SHOULD BE NOTED.

REVIEWER

SURNAME	FIRST	M.I.	
MYRIE	LEIGHTON	A	
REVIEWER'S TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
	LIEUTENANT	081	2/2/2005

Overall Reviewer Comments:

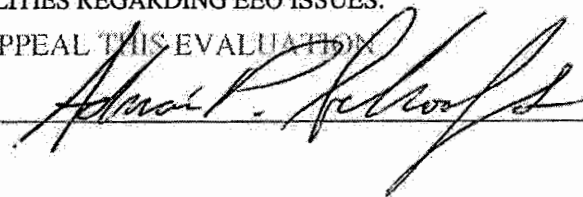
PO Schoolcraft is a competent member of the 81 pct. His disposition is consistently courteous and respectful. We expect great things from PO Schoolcraft in the future.

- ☒ ACCURATE AND COMPLETE, CONCUR
☐ SEE SEPARATE REVIEWER'S EVALUATION

THE RATER HAS SHOWN THIS EVALUATION TO ME AND FULLY DISCUSSED ITS CONTENTS, INCLUDING MY RIGHTS AND RESPONSIBILITIES REGARDING EEO ISSUES.

☐ I WISH TO APPEAL THIS EVALUATION

RATEE
SIGNATURE



Date 1/7/06

RATER
SIGNATURE

Saf m

Date *1-7-06*

REVIEWER
SIGNATURE

U. S. Department of Justice

Date *1/10/06*

POLICE OFFICER - DETECTIVE SPECIALIST

PD439-157 (Rev. 01-02) (Ref. AG. 303-19)

RATEE	SURNAME	FIRST	M.I.
	Schoolcraft, Adrian		

RATEE'S TAX NUMBER MUST BE ACCURATE

SOCIAL SECURITY NO.

RANK

- ☒ PPO
☐ PO
☐ PO S/A
☐ Det. Sp.
☐ OTHER _____

IF COMPLETED
POLICE CADET
PROGRAM
☐

DARKEN BOX

COMMAND

0	8	1
0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

SEE APPENDIX A

BOROUGH

- ☐ MANHATTAN SOUTH
☐ MANHATTAN NORTH
☐ BRONX
☐ QUEENS SOUTH
☐ QUEENS NORTH
☐ BROOKLYN SOUTH
☒ BROOKLYN NORTH
☐ STATEN ISLAND
☐ CITYWIDE / OTHER

DARKEN ONLY ONE BOX

TIMES SICK		DAYS LOST	
NLOD	LOD	NLOD	LOD
0	0	0	0
1	1	1	1
2	2	2-5	2
3	3	6-10	3
3+	3+	>10	4

DARKEN ONE BOX PER COLUMN

- ☐ CHRONIC A ☐ CHRONIC B
☒ NOT CHRONIC

DARKEN ONLY ONE BOX

PURPOSE

- ☐ 4 MONTHS PROB.
☐ 10 MONTHS PROB.
☐ 16 MONTHS PROB.
☐ 22 MONTHS PROB.
☐ TRANSFER
☐ INTERIM
☒ ANNUAL
☐ OTHER _____

DARKEN ONLY ONE BOX

EDUCATION

- ☐ HS
☒ A.A. or 64 CR+
☐ B.A. or 128 CR+
☐ M.A. or 160 CR+
☐ JD
☐ PhD

DARKEN ONLY ONE BOX

RECOMMENDATION

- CONTINUE IN PRESENT ASSIGNMENT ☒
 RE-ASSIGNMENT (SPECIFY ON FRONT) ☐
 ADDITIONAL TRAINING (SPECIFY ON FRONT) ☐
 PERFORMANCE MONITORING FOR SPECIFIED TIME (SPECIFY ON FRONT) ☐
 OTHER (SPECIFY ON FRONT) ☐
DARKEN ONLY ONE BOX

THIS PERFORMANCE EVALUATION TAKES INTO ACCOUNT THE EMPLOYEE'S COMPLIANCE WITH DEPARTMENT'S EEO GUIDELINES AND FEDERAL TITLE VII STATUTES AND WHETHER THE EMPLOYEE WAS DISCIPLINED AS A RESULT OF SAME.

EACH AREA/DIMENSION REQUIRES A RESPONSE

PERFORMANCE AREAS	EXTREMELY COMPETENT	HIGHLY COMPETENT	COMPETENT	LOW	VERY LOW	NOT RATED	BEHAVIORAL DIMENSIONS	EXTREMELY COMPETENT	HIGHLY COMPETENT	COMPETENT	LOW	VERY LOW
1. Community Interaction	5	4	3	2	1	0	13. Police Ethics / Integrity	5	4	3	2	1
2. Apprehension/Intervention	5	4	3	2	1	0	14. Comprehension Skills	5	4	3	2	1
3. Victim/Prisoner Interaction	5	4	3	2	1	0	15. Communication Skills	5	4	3	2	1
4. Processing Arrests	5	4	3	2	1	0	16. Reasoning Ability	5	4	3	2	1
5. Vehicular Offenses/Accidents	5	4	3	2	1	0	17. Information Ordering	5	4	3	2	1
6. Handling Specific Offenses	5	4	3	2	1	0	18. Problem Recognition	5	4	3	2	1
7. Police Interaction/Notification	5	4	3	2	1	0	19. Visualization	5	4	3	2	1
8. Vehicle Operation/Maintenance	5	4	3	2	1	0	20. Spatial Orientation	5	4	3	2	1
9. Review and Maintenance	5	4	3	2	1	0	21. Memorization	5	4	3	2	1
10. Handling Special Cases	5	4	3	2	1	0	22. Judgement	5	4	3	2	1
11. Vouchering	5	4	3	2	1	0	23. Innovativeness	5	4	3	2	1
12. Report/Clerical Duties	5	4	3	2	1	0	24. Adaptability	5	4	3	2	1
							25. Drive/Initiative	5	4	3	2	1
							26. Interpersonal Skills	5	4	3	2	1
							27. Appearance/Professional Image	5	4	3	2	1
							28. Physical Fitness/Physical Activities	5	4	3	2	1

OVERALL EVALUATION

EXTREMELY COMPETENT	HIGHLY COMPETENT	COMPETENT	LOW	VERY LOW
5	4	3	2	1

SEE GUIDE

Annual Total of Quarterly Points*	
*See Interim Order 105.a '95	
No.	4 0 1 2 3 4 5 6
No.	2 0 1 2 3 4 5 6 7 8 9

D000043



POLICE OFFICER - DETECTIVE SPECIALIST

PD439-157 (Rev. 01-02) (Ref. AG. 303-19)

- Do Not Fold or Staple This Computer Form
- Use #2 Pencil or black ball point pen
- Follow Guidebook Instructions

RATEE	SURNAME Schoolcraft, Adrian	FIRST	M.I.	RANK PFO	COMMAND 081	DATE ASSIGNED TO COMMAND: 7-03
SOCIAL SECURITY	TAX REGISTRY	PRIMARY ASSIGNMENT: Crime Reduction Unit			DATE OF PRIMARY ASSIGNMENT: 4-1-04	
RATING PERIOD: FROM 12-16-03			TO 12-15-04			

THE RATEE HAS SHOWN THE EVALUATION TO ME AND FULLY DISCUSSED ITS CONTENTS, INCLUDING MY RIGHTS AND RESPONSIBILITIES REGARDING EEO ISSUES.
RATEE'S SIGNATURE *Adrian Schoolcraft*

I WISH TO APPEAL THIS EVALUATION:
☐ (IF APPEALED, INITIAL AND DARKEN BOX)
RATEE'S INITIALS

RATER	RATER'S NAME Miller, Michael	RANK Sgt.	COMMAND 081	DATE ASSIGNED TO COMMAND: 8-03	RATER'S TAX NUMBER
SIGNATURE <i>Michael Miller</i>	DATE: 11-03-04				

- RATER MUST COMMENT ON THREE OF THE RATING AREAS/DIMENSIONS ON BACK.
- RATER MUST COMMENT ON "LOW" OR "VERY LOW" RATINGS BEFORE HIGHER RATINGS.
- INDICATE AREA/DIMENSION BY DARKENING BOX.

EXAMPLE: No.

0	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5 <input type="radio"/> 6 <input type="radio"/> 7 <input type="radio"/> 8 <input type="radio"/> 9
4	<input type="radio"/> 0 <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input checked="" type="radio"/> 4 <input type="radio"/> 5 <input type="radio"/> 6 <input type="radio"/> 7 <input type="radio"/> 8 <input type="radio"/> 9

AREAS/DIMENSIONS

No. 2	<input type="radio"/> 0 <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5 <input type="radio"/> 6 <input type="radio"/> 7 <input type="radio"/> 8 <input type="radio"/> 9
No. 3	<input type="radio"/> 0 <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5 <input type="radio"/> 6 <input type="radio"/> 7 <input type="radio"/> 8 <input type="radio"/> 9

PO SCHOOLCRAFT IS VERY RESOURCEFUL WHEN CONFRONTED WITH OBSTACLES AND IS ABLE TO OVERCOME THEM. HE IS ABLE TO FORMULATE A CREATIVE SOLUTION.

No. 0	<input type="radio"/> 0 <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5 <input type="radio"/> 6 <input type="radio"/> 7 <input type="radio"/> 8 <input type="radio"/> 9
No. 1	<input type="radio"/> 0 <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5 <input type="radio"/> 6 <input type="radio"/> 7 <input type="radio"/> 8 <input type="radio"/> 9

PO SCHOOLCRAFT QUICKLY LEARNS AND RETAINS ALL NEW INFORMATION CONCERNING HIS POST OR SECTOR.

No. 2	<input type="radio"/> 0 <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5 <input type="radio"/> 6 <input type="radio"/> 7 <input type="radio"/> 8 <input type="radio"/> 9
No. 5	<input type="radio"/> 0 <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5 <input type="radio"/> 6 <input type="radio"/> 7 <input type="radio"/> 8 <input type="radio"/> 9

PO SCHOOLCRAFT ALWAYS MAKES AN EFFORT TO MEET DEADLINES. HE IS NEVER COMPLACENT REGARDING WORK.

Overall Rater's Comments:

PO SCHOOLCRAFT PRESENTS HIMSELF AS A WELL ROUNDED OFFICER CAPABLE OF FULFILLING ANY TASK GIVEN TO HIM. HE DISPLAYS AN ABILITY TO LEARN AND IMPROVE HIS WORK WITH LITTLE SUPERVISION. HE IS AN ASSET TO THE DEPARTMENT.

BY SIGNING THIS FORM, THE RATER AND REVIEWER CERTIFY THAT IN FORMULATING THIS PERFORMANCE APPRAISAL, THEY HAVE REVIEWED AND CONSIDERED RATEE'S CPI, DEPARTMENT RECOGNITION, CCRB, PERFORMANCE MONITORING RECORDS, EEO COMPLIANCE, AND ALL OTHER RECORDS OF PERFORMANCE DOCUMENTATION FOR EVENTS IN THE IMMEDIATE RATING PERIOD. POSITIVE ACCOMPLISHMENTS SHOULD BE NOTED.

REVIEWER

COMMENTS:

After review and consideration of the officer's performance areas, behavioral dimensions, sick record, EEO guideline compliance, and general enforcement activity during the rating period, the undersigned concurs with the above rating. *CCRB record has been noted: Officer and direct supervisor guided on same.

- ☒ ACCURATE AND COMPLETE, CONCUR
 - ☐ SEE SEPARATE REVIEWER'S EVALUATION
- (NOTE: IN PURPOSE CAPTION, "OTHER" BUBBLE MUST ALSO BE DARKENED)

REVIEWER'S NAME Raganella, Anthony	RANK Lt.	COMMAND 081	DATE ASSIGNED TO COMMAND: 12/2003
TAX REGISTRY NO.	SIGNATURE <i>Lt. A. Raganella</i>		DATE: 12/01/04

- ORIGINAL MUST BE FORWARDED TO EMPLOYEE MANAGEMENT DIVISION (EVEN IF APPEALED)
- COPY COMMAND FILE
- MEMBER COPY

COPYRIGHT 2000, NEW YORK CITY POLICE DEPARTMENT

SCANTRON[®]
FORM NO. F-4175-NYCPD
© SCANTRON CORPORATION 1999
ALL RIGHTS RESERVED.

Scantron also has other products
please RECYCLE this product

M12 0102 235 12 11 10 98 7654

D000044

POLICE OFFICER - DETECTIVE SPECIALIST

PD439-157 (Rev. 01-02) (Ref. AG. 303-19)

RATEE	SURNAME	FIRST	M.I.
	Schoolcraft	Adrian	

RATEE'S TAX NUMBER MUST BE ACCURATE

SOCIAL SECURITY NO.**RANK**

- ☒ PPO
☐ PO
☐ PO S/A
☐ Det. Sp.
☐ OTHER _____

IF COMPLETED
 POLICE CADET
 PROGRAM
☐

DARKEN BOX**COMMAND**

0	8	1
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

SEE APPENDIX A

BOROUGH

- ☐ MANHATTAN SOUTH
☐ MANHATTAN NORTH
☐ BRONX
☐ QUEENS SOUTH
☐ QUEENS NORTH
☐ BROOKLYN SOUTH
☒ BROOKLYN NORTH
☐ STATEN ISLAND
☐ CITYWIDE / OTHER

DARKEN ONLY ONE BOX

TIMES SICK		DAYS LOST		PURPOSE
NLOD	LOD	NLOD	LOD	
<input type="checkbox"/> 0	<input checked="" type="checkbox"/>	<input type="checkbox"/> 0	<input checked="" type="checkbox"/>	<input type="checkbox"/> 4 MONTHS PROB. <input type="checkbox"/> 10 MONTHS PROB. <input type="checkbox"/> 16 MONTHS PROB. <input checked="" type="checkbox"/> 22 MONTHS PROB. <input type="checkbox"/> TRANSFER <input type="checkbox"/> INTERIM <input type="checkbox"/> ANNUAL <input type="checkbox"/> OTHER _____
<input checked="" type="checkbox"/> 1	<input type="checkbox"/>	<input type="checkbox"/> 1	<input type="checkbox"/>	
<input type="checkbox"/> 2	<input type="checkbox"/>	<input checked="" type="checkbox"/> 2-5	<input type="checkbox"/>	
<input type="checkbox"/> 3	<input type="checkbox"/>	<input type="checkbox"/> 6-10	<input type="checkbox"/>	
<input type="checkbox"/> 3+	<input type="checkbox"/>	<input type="checkbox"/> >10	<input type="checkbox"/>	
DARKEN ONE BOX PER COLUMN				
<input type="checkbox"/> CHRONIC A <input type="checkbox"/> CHRONIC B <input checked="" type="checkbox"/> NOT CHRONIC				
DARKEN ONLY ONE BOX				

EDUCATION

- ☐ HS
☒ A.A. or 64 CR+
☐ B.A. or 128 CR+
☐ M.A. or 160 CR+
☐ JD
☐ PhD

DARKEN ONLY ONE BOX**RECOMMENDATION**

CONTINUE IN PRESENT ASSIGNMENT ☒

RE-ASSIGNMENT (SPECIFY ON FRONT) ☐

ADDITIONAL TRAINING (SPECIFY ON FRONT) ☐

PERFORMANCE MONITORING FOR SPECIFIED TIME (SPECIFY ON FRONT) ☐

OTHER (SPECIFY ON FRONT) ☐

DARKEN ONLY ONE BOX

THIS PERFORMANCE EVALUATION TAKES INTO ACCOUNT THE EMPLOYEE'S COMPLIANCE WITH DEPARTMENT'S EEO GUIDELINES AND FEDERAL TITLE VII STATUTES AND WHETHER THE EMPLOYEE WAS DISCIPLINED AS A RESULT OF SAME.

EACH AREA/DIMENSION REQUIRES A RESPONSE

PERFORMANCE AREAS	EXTREMELY COMPETENT	HIGHLY COMPETENT	COMPETENT	LOW	VERY LOW	NOT RATED	BEHAVIORAL DIMENSIONS	EXTREMELY COMPETENT	HIGHLY COMPETENT	COMPETENT	LOW	VERY LOW
1. Community Interaction	(5)	(4)	(3)	(2)	(1)	(0)	13. Police Ethics / Integrity	(5)	(4)	(3)	(2)	(1)
2. Apprehension/Intervention	(5)	(4)	(3)	(2)	(1)	(0)	14. Comprehension Skills	(5)	(4)	(3)	(2)	(1)
3. Victim/Prisoner Interaction	(5)	(4)	(3)	(2)	(1)	(0)	15. Communication Skills	(5)	(4)	(3)	(2)	(1)
4. Processing Arrests	(5)	(4)	(3)	(2)	(1)	(0)	16. Reasoning Ability	(5)	(4)	(3)	(2)	(1)
5. Vehicular Offenses/Accidents	(5)	(4)	(3)	(2)	(1)	(0)	17. Information Ordering	(5)	(4)	(3)	(2)	(1)
6. Handling Specific Offenses	(5)	(4)	(3)	(2)	(1)	(0)	18. Problem Recognition	(5)	(4)	(3)	(2)	(1)
7. Police Interaction/Notification	(5)	(4)	(3)	(2)	(1)	(0)	19. Visualization	(5)	(4)	(3)	(2)	(1)
8. Vehicle Operation/Maintenance	(5)	(4)	(3)	(2)	(1)	(0)	20. Spatial Orientation	(5)	(4)	(3)	(2)	(1)
9. Review and Maintenance	(5)	(4)	(3)	(2)	(1)	(0)	21. Memorization	(5)	(4)	(3)	(2)	(1)
10. Handling Special Cases	(5)	(4)	(3)	(2)	(1)	(0)	22. Judgement	(5)	(4)	(3)	(2)	(1)
11. Vouchering	(5)	(4)	(3)	(2)	(1)	(0)	23. Innovativeness	(5)	(4)	(3)	(2)	(1)
12. Report/Clerical Duties	(5)	(4)	(3)	(2)	(1)	(0)	24. Adaptability	(5)	(4)	(3)	(2)	(1)
							25. Drive/Initiative	(5)	(4)	(3)	(2)	(1)
							26. Interpersonal Skills	(5)	(4)	(3)	(2)	(1)
							27. Appearance/Professional Image	(5)	(4)	(3)	(2)	(1)
							28. Physical Fitness/Physical Activities	(5)	(4)	(3)	(2)	(1)

OVERALL EVALUATION

EXTREMELY COMPETENT	HIGHLY COMPETENT	COMPETENT	LOW	VERY LOW
(5)	(4)	(3)	(2)	(1)
SEE GUIDE				

Annual Total of Quarterly Points*

*See Interim Order 105, a '95

No.	(0) (1) (2) (3) (4) (5) (6)
No.	(0) (1) (2) (3) (4) (5) (6) (7) (8) (9)

D000045



POLICE OFFICER - DETECTIVE SPECIALIST

PD439-157 (Rev. 01-02) (Ref. AG. 303-19)

- Do Not Fold or Staple This Computer Form
- Use #2 Pencil or black ball point pen
- Follow Guidebook Instructions

RATEE	SURNAME Schoolcraft	FIRST adrian	M.I. PPO	RANK PPO	COMMAND 081	DATE ASSIGNED TO COMMAND: 7-03
SOCIAL SECURITY	TAX REGISTRY		PRIMARY ASSIGNMENT: Target		DATE OF PRIMARY ASSIGNMENT: 1-01-04	
RATING PERIOD: FROM 11-01-03			TO 4-30-04			

THE RATER HAS SHOWN THIS EVALUATION TO ME AND FULLY DISCUSSED ITS CONTENTS, INCLUDING MY RIGHTS AND RESPONSIBILITIES REGARDING EEO ISSUES.

RATEE'S SIGNATURE

I WISH TO APPEAL THIS EVALUATION:

☐ (IF APPEALED, INITIAL AND DARKEN BOX)

RATEE'S INITIALS

RATER	RATER'S NAME Miller, Michael	RANK Sgt.	COMMAND 081	DATE ASSIGNED TO COMMAND: 8-03	RATER'S TAX NUMBER
SIGNATURE <i>Sgt. Miller</i>	DATE: 5-01-04				

- RATER MUST COMMENT ON THREE OF THE RATING AREAS/DIMENSIONS ON BACK.
- RATER MUST COMMENT ON "LOW" OR "VERY LOW" RATINGS BEFORE HIGHER RATINGS.
- INDICATE AREA/DIMENSION BY DARKENING BOX.

EXAMPLE: No.

0	1	2	3	4	5	6	7	8	9
4	0	1	2	3	4	5	6	7	8

AREAS/DIMENSIONS

No.	1	0	1	2	3	4	5	6	7	8	9
No.	6	0	1	2	3	4	5	6	7	8	9

Complis with written orspoken orders with minimal explanation.

No.	1	0	1	2	3	4	5	6	7	8	9
No.	4	0	1	2	3	4	5	6	7	8	9

Although some clarification is occasionally necessary, main ideas are clearly understood.

No.	2	0	1	2	3	4	5	6	7	8	9
No.	3	0	1	2	3	4	5	6	7	8	9

When faced with a problem, has the ability to formulate a creative solution.

Overall Rater's Comments:

P.O. Schoolcraft is motivated and maintains a very positive attitude. He embraces new challenges and will prosper in this department.

BY SIGNING THIS FORM, THE RATER AND REVIEWER CERTIFY THAT IN FORMULATING THIS PERFORMANCE APPRAISAL, THEY HAVE REVIEWED AND CONSIDERED RATEE'S CPI, DEPARTMENT RECOGNITION, CCRB, PERFORMANCE MONITORING RECORDS, EEO COMPLIANCE, AND ALL OTHER RECORDS OF PERFORMANCE DOCUMENTATION FOR EVENTS IN THE IMMEDIATE RATING PERIOD. POSITIVE ACCOMPLISHMENTS SHOULD BE NOTED.

REVIEWER

COMMENTS:

After review and consideration of the officer's performance areas, behavioral dimensions, sick record, CCRB record, EEO guideline compliance, and general enforcement activity during the rating period, the undersigned concurs with the above rating.

- ☒ ACCURATE AND COMPLETE, CONCUR
 - ☐ SEE SEPARATE REVIEWER'S EVALUATION
- (NOTE: IN PURPOSE CAPTION, "OTHER" BUBBLE MUST ALSO BE DARKENED)

REVIEWER'S NAME Raganella, Anthony	RANK Lt.	COMMAND 081	DATE ASSIGNED TO COMMAND: 12/2003
TAX REGISTRY NO.	SIGNATURE <i>Lt. Raganella</i>		DATE: 05/03/04

- ORIGINAL MUST BE FORWARDED TO EMPLOYEE MANAGEMENT DIVISION (EVEN IF APPEALED)
- COPY COMMAND FILE
- MEMBER COPY

COPYRIGHT 2000, NEW YORK CITY POLICE DEPARTMENT

SCANTRON[®]
FORM NO. F-4175-NYCPD
© SCANTRON CORPORATION 1989
ALL RIGHTS RESERVED.

Scantrol takes that you
please RECYCLE this product

M12 0102 235 1211 10 987 654

D000046



Online Performance Evaluation System Police Officer - Detective Specialist

View By: ALEX PEREZ TaxID: [REDACTED] Date: 2/11/2010 1:48:56 PM

RATEE

SURNAME	FIRST	M.I.	Appt Date
SCHOOLCRAFT	ADRIAN	P	7/1/2002
RATEE TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
[REDACTED]	PO	081	11/15/2005
TIMES SICK	DAYS LOST	PURPOSE	RECOMMENDATION
NLOD: 0	NLOD: 0	INTERIM	CONTINUE IN PRESENT ASSIGNMENT
LOD: 0	LOD: 0		

Not chronic Date of Primary Assignment: 5/10/2004 Rating Period From: 1/1/2007 To: 9/29/2007

Primary Assignment: PATROL

RATER

SURNAME	FIRST	M.I.	DATE ASSIGNED TO COMMAND:
MEYER	WILLIAM	F	3/28/2003
RATER TAX NUMBER	RANK	COMMAND	
916221	SERGEANT	081	

PERFORMANCE AREAS

Area	Rating
1 Community Interaction	3
2 Apprehension/Intervention	4
3 Victim/Prisoner Interaction	4
4 Processing Arrests	3
5 Vehicular Offenses/Accidents	3
6 Handling Specific Offenses	3
7 Police Interaction/Notification	3
8 Vehicle Operation/Maintenance	3
9 Review and Maintenance	3
10 Handling Special Cases	3
11 Vouchering	3
12 Report/Clerical Duties	3

BEHAVIORAL DIMENSIONS

Dimension	Rating
13 Police Ethics / Integrity	3
14 Comprehension Skills	3
15 Communication Skills	3
16 Reasoning Ability	3
17 Information Ordering	3
18 Problem Recognition	2
19 Visualization	3
20 Spatial Orientation	3
21 Memorization	3
22 Judgement	3
23 Innovativeness	3
24 Adaptability	3
25 Drive/Initiative	2
26 Interpersonal Skills	3
27 Appearance/Professional Image	3
28 Physical Fitness/Physical Activities	4

Overall Evaluation : 3**Does not qualify Quarterly Point**

D000065

18. Problem Recognition

PO Schoolcraft usually understands the nature of a problem. PO Schoolcraft at times needs extra clarification to solve a problem. When given direction PO Schoolcraft generally recognizes the problem and its elements.

25. Drive/Initiative

PO Schoolcraft at times needs direction or prompting to resolve problems. PO Schoolcraft at times needs extra guidance to meet goals and deadlines. PO Schoolcraft usually checks records or files to assist in his problem resolution.

27. Appearance/Professional Image

PO Schoolcraft always dresses appropriately for his assignments. PO Schoolcraft's appearance is always in harmony with his professional capacity. PO Schoolcraft's uniforms and equipment utilized are always clean and serviceable. PO Schoolcraft is always physically fit

Overall Rater's Comments:

Although PO Schoolcraft's arrest activity has been fair, with 2 felony and 3 misdemeanor arrests since January of 2007, PO Schoolcraft's activity goals have not been met in other areas. This rating supervisor has discussed these goals with PO Schoolcraft and he understands what is expected of him.

BY SIGNING THIS FORM, THE RATER AND REVIEWER CERTIFY THAT IN FORMULATING THIS PERFORMANCE APPRAISAL, THEY HAVE REVIEWED AND CONSIDERED RATEE'S CPI, DEPARTMENT RECOGNITION, CCRB, PERFORMANCE MONITORING RECORDS, EEO COMPLIANCE, AND ALL OTHER RECORDS OF PERFORMANCE DOCUMENTATION FOR EVENTS IN THE IMMEDIATE RATING PERIOD. POSITIVE ACCOMPLISHMENTS SHOULD BE NOTED.

REVIEWER

SURNAME	FIRST	M.I.	
DELAFUENTE	JEAN	P	
REVIEWER'S TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
	LIEUTENANT	081	12/15/2003

Overall Reviewer Comments:

I concur with the above evaluation.

☒ ACCURATE AND COMPLETE, CONCUR
☐ SEE SEPARATE REVIEWER'S EVALUATION

THE RATER HAS SHOWN THIS EVALUATION TO ME AND FULLY DISCUSSED ITS CONTENTS, INCLUDING MY RIGHTS AND RESPONSIBILITIES REGARDING EEO ISSUES.

☐ I WISH TO APPEAL THIS EVALUATION

RATEE
SIGNATURE _____

Date _____

RATER
SIGNATURE _____

Date _____

REVIEWER
SIGNATURE _____

Date _____

ALL SUPERVISORS ARE REMINDED TO ENSURE THAT THE ORIGINAL SIGNED EVALUATION IS FILED IN THE PERSONNEL FOLDER AT THE MEMBER'S PERMANENT COMMAND.

View By: ALEX PEREZ TaxID: [REDACTED] Date: 2/11/2010 1:48:56 PM

D000066



Online Performance Evaluation System Police Officer - Detective Specialist

View By: TIMOTHY CAUGHEY TaxID: [REDACTED] Date: 3/17/2009 4:26:14 PM

RATEE

SURNAME	FIRST	M.I.	Appt Date
SCHOOLCRAFT	ADRIAN	P	7/1/2002
RATEE TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
[REDACTED]	PO	081	11/15/2005
TIMES SICK	DAYS LOST	PURPOSE	RECOMMENDATION
NLOD: 0 LOD: 0	NLOD: 0 LOD: 0	ANNUAL	CONTINUE IN PRESENT ASSIGNMENT

Not chronic Date of Primary Assignment: 7/11/2003 D COMPLETED POLICE CAUSE PROCEEDING

Primary Assignment: patrol Rating Period From: 12/16/2006 To: 12/15/2007

RATER

SURNAME	FIRST	M.I.	
MEYER	WILLIAM	F	
RATER TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
916221	SERGEANT	081	3/28/2003

PERFORMANCE AREAS

Area	Rating
1 Community Interaction	3
2 Apprehension/Intervention	3
3 Victim/Prisoner Interaction	3
4 Processing Arrests	3
5 Vehicular Offenses/Accidents	3
6 Handling Specific Offenses	3
7 Police Interaction/Notification	3
8 Vehicle Operation/Maintenance	3
9 Review and Maintenance	3
10 Handling Special Cases	3
11 Vouchering	3
12 Report/Clerical Duties	3

BEHAVIORAL DIMENSIONS

Dimension	Rating
13 Police Ethics / Integrity	4
14 Comprehension Skills	3
15 Communication Skills	3
16 Reasoning Ability	3
17 Information Ordering	3
18 Problem Recognition	3
19 Visualization	3
20 Spatial Orientation	4
21 Memorization	3
22 Judgement	3
23 Innovativeness	3
24 Adaptability	3
25 Drive/Initiative	2
26 Interpersonal Skills	4
27 Appearance/Professional Image	4

28 Physical Fitness/Physical Activities 4

Overall Evaluation : 3**Annual Total of Quarterly Point: 43****18. Problem Recognition**

PO Schoolcraft usually understands the nature of a problem. PO Schoolcraft at times needs extra clarification to solve a problem. When given direction PO Schoolcraft generally recognizes the problem and its elements.

25. Drive/Initiative

PO Schoolcraft sometimes needs direction or prompting to resolve problems. PO Schoolcraft sometimes meets deadlines and goals set. PO Schoolcraft checks records or files to assist in his problem resolution. PO School makes notifications on time.

27. Appearance/Professional Image

PO Schoolcraft always dresses appropriately for his assignments. PO Schoolcraft's appearance is always in harmony with a professional capacity. PO Schoolcraft's uniform articles and his equipment utilized are always clean and serviceable. PO Schoolcraft is always physically fit.

Overall Rater's Comments:

PO Schoolcraft is always respectful and courteous to his peers, his supervisors and the community he serves. PO Schoolcraft does handle jobs within his sector with little or no supervision, but at times PO Schoolcraft does need extra motivation to perform his assignments and meet performance goals set by his supervisor.

BY SIGNING THIS FORM, THE RATER AND REVIEWER CERTIFY THAT IN FORMULATING THIS PERFORMANCE APPRAISAL, THEY HAVE REVIEWED AND CONSIDERED RATEE'S CPI, DEPARTMENT RECOGNITION, CCRB, PERFORMANCE MONITORING RECORDS, EEO COMPLIANCE, AND ALL OTHER RECORDS OF PERFORMANCE DOCUMENTATION FOR EVENTS IN THE IMMEDIATE RATING PERIOD. POSITIVE ACCOMPLISHMENTS SHOULD BE NOTED.

REVIEWER

SURNAME	FIRST	M.I.	
DELAFUENTE	JEAN	P	
REVIEWER'S TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
	LIEUTENANT	081	12/15/2003

Overall Reviewer Comments:

The above evaluation is accurate and complete, I concur.

☒ ACCURATE AND COMPLETE, CONCUR

☐ SEE SEPARATE REVIEWER'S EVALUATION

THE RATER HAS SHOWN THIS EVALUATION TO ME AND FULLY DISCUSSED ITS CONTENTS, INCLUDING MY RIGHTS AND RESPONSIBILITIES REGARDING EEO ISSUES.

☐ I WISH TO APPEAL THIS EVALUATION

RATEE

SIGNATURE _____

Date _____

Online Evaluation

Page 3 of 3

RATER
SIGNATURE _____ Date _____

REVIEWER
SIGNATURE _____ Date _____

View By: TIMOTHY CAUGHEY TaxID: [REDACTED] Date: 3/17/2009 4:26:14 PM

On Line Performance

Page 1 of 2



Online Performance Evaluation System Police Officer - Detective Specialist

View By: THEODORE LAUTERBCRN TaxID: [REDACTED] Date: 4/20/2009 7:48:01 AM

RATEE

SURNAME SCHOOLCRAFT	FIRST ADRIAN	M.I. P	Appt Date 7/1/2002
RATEE TAX NUMBER [REDACTED]	RANK PO	COMMAND 081	DATE ASSIGNED TO COMMAND: 11/15/2005
TIMES SICK NLOD: 1 LOD: 0	DAYS LOST NLOD: 2-5 LOD: 0	PURPOSE ANNUAL	RECOMMENDATION TRANSFER

Not chronic

Date of Primary Assignment: 7/1/2003

Primary Assignment: Patrol

Rating Period From:
12/15/2007To:
12/15/2008**RATER**

SURNAME STUKES	FIRST RAYMOND	M.I. C	DATE ASSIGNED TO COMMAND: 1/28/2008
RATER TAX NUMBER 923223	RANK SERGEANT	COMMAND 081	

PERFORMANCE AREAS**BEHAVIORAL DIMENSIONS**

Area	Rating	Dimension	Rating
1 Community Interaction	4	13 Police Ethics / Integrity	4
2 Apprehension/Intervention	3	14 Comprehension Skills	4
3 Victim/Prisoner Interaction	4	15 Communication Skills	4
4 Processing Arrests	4	16 Reasoning Ability	4
5 Vehicular Offenses/Accidents	4	17 Information Ordering	3
6 Handling Specific Offenses	4	18 Problem Recognition	4
7 Police Interaction/Notification	4	19 Visualization	3
8 Vehicle Operation/Maintenance	4	20 Spatial Orientation	4
9 Review and Maintenance	3	21 Memorization	4
10 Handling Special Cases	3	22 Judgement	3
11 Vouchering	4	23 Innovativeness	3
12 Report/Clerical Duties	4	24 Adaptability	2
		25 Drive/Initiative	1
		26 Interpersonal Skills	3
		27 Appearance/Professional Image	3
		28 Physical Fitness/Physical Activities	3

**PLAINTIFF'S
EXHIBIT**

51
12/20/13 1/18/14

Overall Evaluation : 2.5

1. Community Interaction

P. O. SCHOOLCRAFT SHOWS GOOD COMMUNITY INTERACTION BY ELICITING INFORMATION FROM WITNESSES AND VICTIMS. HE ALSO MEDIATES PROBLEMS BETWEEN DISPUTING INDIVIDUALS AND PROVIDES COUNSELING WHEN FAMILIES HAVE CONFLICTS.

2. Apprehension/Intervention

P. O. SCHOOLCRAFT NEEDS IMPROVEMENT IN THE ABILITY TO RECOGNIZE, SEEK OUT AND APPREHEND THOSE ENGAGED IN ILLEGAL ACTIVITIES.

4. Processing Arrests

P.O. SCHOOLCRAFT IS ABLE TO COMPLETE ARREST FORMS ACURATELY AND COMPLETELY IS ABLE TO FINGERPRINT, PHOTOGRAPH AND PROCESS ALL ARREST RELATED PAPERWORK

25. Drive/Initiative

P.O. SCHOOLCRAFT'S POOR ACTIVITY IS A DIRECT RESULT OF HIS LACK OF INNOVATIVENESS TO PERFORM HIS ASSIGNMENT AS A PATROL OFFICER. P.O SCHOOLCRAFT NEEDS CONSTANT SUPERVISION. HE PERFORMS HIS TASKS IDLY UNLESS SPECIFICALLY DIRECTED TO WORK.

24. Adaptability

P.O. SCHOOCRAFT IS UNWILLING TO CHANGE HIS APPROACH TO MEETING THE PERFORMANCE STANDARDS OF A NEW YORK CITY POLICE OFFICER. THE OFFICER HAS BEEN RETRAINED, COUNSELED AND GIVEN DIRECTION ON NUMEROUS OCCASSION'S BY VAROUS SUPERVISORS WITH NO CHANGE.

25. Drive/Initiative

P.O. SCHOOLCRAFT'S POOR ACTIVITY IS A DIRECT RESULT OF HIS LACK OF INNOVATIVENESS TO PERFORM HIS ASSIGNMENT AS A PATROL OFFICER. P.O SCHOOLCRAFT NEEDS CONSTANT SUPERVISION. HE PERFORMS HIS TASKS IDLY UNLESS SPECIFICALLY DIRECTED TO WORK.

24. Adaptability

P.O. SCHOOCRAFT IS UNWILLING TO CHANGE HIS APPROACH TO MEETING THE PERFORMANCE STANDARDS OF A NEW YORK CITY POLICE OFFICER. THE OFFICER HAS BEEN RETRAINED, COUNSELED AND GIVEN DIRECTION ON NUMEROUS OCCASSION'S BY VAROUS SUPERVISORS WITH NO CHANGE.

Overall Rater's Comments:

THE PERFORMANCE EXHIBITED BY P.O. SCHOOLCRAFT IS WELL BELOW STANDARD. THERE IS A LIMITED ABILITY TO PERFORM THE APPROPRIATE TASKS FOR A GIVEN ASSIGNMENT WITHOUT SUPERVISION. THE OFFICER FREQUENTLY DISREGARDS PERFORMING RESPONSIBILITIES OR ADHERENCE TO ACTIVITY STANDARDS OF A NEW YORK CITY POLICE OFFICER. HE OCCASIONALLY EXERCISES SOUND JUDGEMENT AND GENERALLY WILLING TO DO THE JOB BUT WILL DO SO WHEN INSTRUCTION AND DIRECTIONS

BY SIGNING THIS FORM, THE RATER AND REVIEWER CERTIFY THAT IN FORMULATING THIS PERFORMANCE APPRAISAL, THEY HAVE REVIEWED AND CONSIDERED RATEE'S CPI, DEPARTMENT RECOGNITION, CCRB, PERFORMANCE MONITORING RECORDS, FEO COMPLIANCE, AND ALL OTHER RECORDS OF PERFORMANCE DOCUMENTATION FOR EVENTS IN THE IMMEDIATE RATING PERIOD. POSITIVE ACCOMPLISHMENTS SHOULD BE NOTED.

REVIEWER			
SURNAME	FIRST	M.I.	
MAURIELLO	STEVEN	M	
REVIEWER'S TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
	DEPUTY INSPECTOR	081	10/30/2006

Overall Reviewer Comments:

Police Officer Schoolcraft has been counseled by both his Squad Supervisor and his Platoon Commander about his lack of drive. He has yet to show any improvement. I concur with the above evaluation.

D000071

Overall Evaluation

Page 2 of 2

Overall Reviewer Comments:

Police Officer Schoolcraft has been counseled by both his Squad Supervisor and his Platoon Commander about his lack of drive. He has yet to show any improvement. I concur with the above evaluation.

THE RATER HAS SHOWN THIS EVALUATION TO ME AND FULLY DISCUSSED ITS CONTENTS, INCLUDING MY RIGHTS AND RESPONSIBILITIES REGARDING EEO ISSUES.

RATEE
SIGNATURE

[Signature]

Date 4/27/09

RATER
SIGNATURE

[Signature]

Date 4/27/09

REVIEWER
SIGNATURE

[Signature]

Date

4/27/09

ALL SUPERVISORS ARE REMINDED TO ENSURE THAT THE ORIGINAL SIGNED EVALUATION IS FILED IN THE PERSONNEL FOLDER AT THE MEMBER'S PERMANENT COMMAND.

View By: THEODORE LAUTERBORN TaxID: [REDACTED] Date: 4/20/2009 7:48:01 AM



Online Performance Evaluation System Police Officer - Detective Specialist

View By: ALEX PEREZ TaxID: [REDACTED] Date: 2/11/2010 1:49:32 PM

RATEE

SURNAME SCHOOLCRAFT	FIRST ADRIAN	M.I. P	Appt Date 7/1/2002
RATEE TAX NUMBER [REDACTED]	RANK PO	COMMAND 081	DATE ASSIGNED TO COMMAND: 11/15/2005
TIMES SICK NLOD: 0 LOD: 0	DAYS LOST NLOD: 0 LOD: 0	PURPOSE ANNUAL	RECOMMENDATION CONTINUE IN PRESENT ASSIGNMENT

Not chronic Date of Primary Assignment: 11/15/2005

Primary Assignment: PATROL Rating Period From: 12/16/2004 To: 12/15/2005

RATER

SURNAME MEYER	FIRST WILLIAM	M.I. F	DATE ASSIGNED TO COMMAND: 3/28/2003
RATER TAX NUMBER [REDACTED]	RANK SERGEANT	COMMAND 081	

PERFORMANCE AREAS

Area	Rating
1 Community Interaction	3
2 Apprehension/Intervention	3
3 Victim/Prisoner Interaction	3
4 Processing Arrests	3
5 Vehicular Offenses/Accidents	4
6 Handling Specific Offenses	4
7 Police Interaction/Notification	4
8 Vehicle Operation/Maintenance	4
9 Review and Maintenance	4
10 Handling Special Cases	4
11 Vouchering	4
12 Report/Clerical Duties	4

BEHAVIORAL DIMENSIONS

Dimension	Rating
13 Police Ethics / Integrity	5
14 Comprehension Skills	4
15 Communication Skills	4
16 Reasoning Ability	3
17 Information Ordering	3
18 Problem Recognition	4
19 Visualization	3
20 Spatial Orientation	4
21 Memorization	4
22 Judgement	4
23 Innovativeness	4
24 Adaptability	4
25 Drive/Initiative	4
26 Interpersonal Skills	4
27 Appearance/Professional Image	4
28 Physical Fitness/Physical Activities	5

Overall Evaluation : 3.5**Annual Total of Quarterly Point: 48**

D000087

13. Police Ethics / Integrity

PO SCHOOLCRAFT IS ALWAYS ON TIME AND PUNCTUAL. PO SCHOOLCRAFT ALWAYS SUPPORTS DEPARTMENT POLICY. PO SCHOOLCRAFT'S DEPARTMENT AND PERFORMANCE ALWAYS REFLECTS A HIGH LEVEL OF INTEGRITY.

15. Communication Skills

PO SCHOOLCRAFT'S ABILITY TO COMMUNICATE IS VERY GOOD IN THAT HE COMMANDS THE ATTENTION OF ALL LISTENERS. PO SCHOOLCRAFT SPEAKS WITH FORCEFULNESS AND CLARITY AND HAS NEAR PERFECT ENUNCIATION.

27. Appearance/Professional Image

PO SCHOOLCRAFT ALWAYS DRESSES APPROPRIATELY FOR ASSIGNMENTS. PO SCHOOLCRAFT'S APPEARANCE IS ALWAYS IN HARMONY WITH HIS PROFESSIONAL CAPACITY. PO SCHOOLCRAFT IS REFLECTIVE OF A POSITIVE SELF-IMAGE AND PROFESSIONAL PRIDE.

Overall Rater's Comments:

ALTHOUGH PO SCHOOLCRAFT HAS BEEN OUT LONG-TERM LEAVE FOR MOST OF THIS RATING PERIOD HE HAS PROVEN HIMSELF TO BE A FINE OFFICER WITH GREAT POTENTIAL. PO SCHOOLCRAFT ALWAYS REPRESENTS THE DEPARTMENT IN A VERY FAVORABLE MANNER. PO SCHOOLCRAFT ALWAYS SHOWS COURTESY AND RESPECT TO THE PUBLIC, HIS PEERS AS WELL AS HIS SUPERVISORS.

BY SIGNING THIS FORM, THE RATER AND REVIEWER CERTIFY THAT IN FORMULATING THIS PERFORMANCE APPRAISAL, THEY HAVE REVIEWED AND CONSIDERED RATEE'S CPI, DEPARTMENT RECOGNITION, CCRB, PERFORMANCE MONITORING RECORDS, EEO COMPLIANCE, AND ALL OTHER RECORDS OF PERFORMANCE DOCUMENTATION FOR EVENTS IN THE IMMEDIATE RATING PERIOD. POSITIVE ACCOMPLISHMENTS SHOULD BE NOTED.

REVIEWER

SURNAME	FIRST	M.I.	
MYRIE	LEIGHTON	A	
REVIEWER'S TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
	LIEUTENANT	081	2/2/2005

Overall Reviewer Comments:

PO Schoolcraft is a competent member of the 81 pct. His disposition is consistently courteous and respectful. We expect great things from PO Schoolcraft in the future.

☒ ACCURATE AND COMPLETE, CONCUR
☐ SEE SEPARATE REVIEWER'S EVALUATION

THE RATER HAS SHOWN THIS EVALUATION TO ME AND FULLY DISCUSSED ITS CONTENTS, INCLUDING MY RIGHTS AND RESPONSIBILITIES REGARDING EEO ISSUES.

☐ I WISH TO APPEAL THIS EVALUATION

RATEE
SIGNATURE _____

Date _____

RATER
SIGNATURE _____

Date _____

REVIEWER
SIGNATURE _____

Date _____

D000088



Online Performance Evaluation System

Police Officer - Detective Specialist

RATEE

SURNAME	FIRST	M.I.	Appt Date
SCHOOLCRAFT	ADRIAN	P	7/1/2002
RATEE TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
[REDACTED]	PO	081	11/15/2005
TIMES SICK	DAYS LOST	PURPOSE	RECOMMENDATION
NLOD: 0	NLOD: 0	ANNUAL	CONTINUE IN PRESENT ASSIGNMENT
LOD: 0	LOD: 0		
Not chronic		Date of Primary Assignment:	
		11/15/2005	
Primary Assignment: PATROL		Rating Period From:	To:
		12/16/2004	12/15/2005

RATER

SURNAME	FIRST	M.I.	
MEYER	WILLIAM	F	
RATER TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
[REDACTED]	SERGEANT	081	3/28/2003

PERFORMANCE AREAS**BEHAVIORAL DIMENSIONS**

Area	Rating	Dimension	Rating
1 Community Interaction	3	13 Police Ethics / Integrity	5
2 Apprehension/Intervention	3	14 Comprehension Skills	4
3 Victim/Prisoner Interaction	3	15 Communication Skills	4
4 Processing Arrests	3	16 Reasoning Ability	3
5 Vehicular Offenses/Accidents	4	17 Information Ordering	3
6 Handling Specific Offenses	4	18 Problem Recognition	4
7 Police Interaction/Notification	4	19 Visualization	3
8 Vehicle Operation/Maintenance	4	20 Spatial Orientation	4
9 Review and Maintenance	4	21 Memorization	4
10 Handling Special Cases	4	22 Judgement	4
11 Vouchering	4	23 Innovativeness	4
12 Report/Clerical Duties	4	24 Adaptability	4
		25 Drive/Initiative	4
		26 Interpersonal Skills	4
		27 Appearance/Professional Image	4
		28 Physical Fitness/Physical Activities	5

D000089

Overall Evaluation : 3.5

Annual Total of Quarterly Point: 48

13. Police Ethics / Integrity

PO SCHOOLCRAFT IS ALWAYS ON TIME AND PUNCTUAL. PO SCHOOLCRAFT ALWAYS SUPPORTS DEPARTMENT POLICY. PO SCHOOLCRAFT'S DEPARTMENT AND PERFORMANCE ALWAYS REFLECTS A HIGH LEVEL OF INTEGRITY.

15. Communication Skills

PO SCHOOLCRAFT'S ABILITY TO COMMUNICATE IS VERY GOOD IN THAT HE COMMANDS THE ATTENTION OF ALL LISTENERS. PO SCHOOLCRAFT SPEAKS WITH FORCEFULNESS AND CLARITY AND HAS NEAR PERFECT ENUNCIATION.

27. Appearance/Professional Image

PO SCHOOLCRAFT ALWAYS DRESSES APPROPRIATELY FOR ASSIGNMENTS. PO SCHOOLCRAFT'S APPEARANCE IS ALWAYS IN HARMONY WITH HIS PROFESSIONAL CAPACITY. PO SCHOOLCRAFT IS REFLECTIVE OF A POSITIVE SELF-IMAGE AND PROFESSIONAL PRIDE.

Overall Rater's Comments:

ALTHOUGH PO SCHOOLCRAFT HAS BEEN OUT LONG-TERM LEAVE FOR MOST OF THIS RATING PERIOD HE HAS PROVEN HIMSELF TO BE A FINE OFFICER WITH GREAT POTENTIAL. PO SCHOOLCRAFT ALWAYS REPRESENTS THE DEPARTMENT IN A VERY FAVORABLE MANNER. PO SCHOOLCRAFT ALWAYS SHOWS COURTESY AND RESPECT TO THE PUBLIC, HIS PEERS AS WELL AS HIS SUPERVISORS.

BY SIGNING THIS FORM, THE RATER AND REVIEWER CERTIFY THAT IN FORMULATING THIS PERFORMANCE APPRAISAL, THEY HAVE REVIEWED AND CONSIDERED RATEE'S CPI, DEPARTMENT RECOGNITION, CCRB, PERFORMANCE MONITORING RECORDS, EEO COMPLIANCE, AND ALL OTHER RECORDS OF PERFORMANCE DOCUMENTATION FOR EVENTS IN THE IMMEDIATE RATING PERIOD. POSITIVE ACCOMPLISHMENTS SHOULD BE NOTED.

REVIEWER

SURNAME	FIRST	M.I.	
MYRIE	LEIGHTON	A	
REVIEWER'S TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
	LIEUTENANT	081	2/2/2005

Overall Reviewer Comments:

PO Schoolcraft is a competent member of the 81 pct. His disposition is consistently courteous and respectful. We expect great things from PO Schoolcraft in the future.

THE RATER HAS SHOWN THIS EVALUATION TO ME AND FULLY DISCUSSED ITS CONTENTS, INCLUDING MY RIGHTS AND RESPONSIBILITIES REGARDING EEO ISSUES.

**RATEE
SIGNATURE**

Adam P. Schoolcraft

Date

1/7/06

D000090

RATER
SIGNATURE

Spi m-

Date 1-7-06

REVIEWER
SIGNATURE

lt baynton

Date 1/10/06

D000091

PERFORMANCE EVALUATION POLICE OFFICER - DETECTIVE SPECIALIST

PD439 157 (Rev. 01-02) (Ref. AG. 303.10)

RATEE: Surname: Schoolcraft, Adrian FIRST M.I.

IMPORTANT
USE INK PENCIL ONLY

GRADE: 5 4 3 2 1

GRADE COMPLETELY TO CHANGE

RATEE'S TAX NUMBER MUST BE ACCURATE

[REDACTED]

SOCIAL SECURITY NO.

[REDACTED]

RANK

☒ PPO
☐ PO
☐ PO SA
☐ Det. Sp
☐ OTHER

IF COMPLETED
POLICE CADET
PROGRAM
☐

DARKEN BOX

COMMAND

0	8	1
0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

SEE APPENDIX

BOROUGH

☐ MANHATTAN NORTH
☐ MANHATTAN SOUTH
☐ BRONX
☐ QUEENS SOUTH
☐ QUEENS NORTH
☐ BROOKLYN SOUTH
☒ BROOKLYN NORTH
☐ STATEN ISLAND
☐ CITYWIDE OFFICE

DARKEN ONLY ONE BOX

TIMES SICK

NEED	LOST
0	0
1	1
2	2
3	3
4	4
5	5

DAYS LOST

NEED	LOST
0	0
1	1
2	2
3	3
4	4
5	5

PURPOSE

☐ 4 MONTHS PROB.
☐ 10 MONTHS PROB.
☐ 16 MONTHS PROB.
☐ 24 MONTHS PROB.
☐ TRANSFER
☐ EXTERIM
☒ ANNUAL
☐ OTHER

DARKEN ONLY ONE BOX

DARKEN ONE BOX PER CATEGORY

☐ CHRONIC A ☐ CHRONIC B
☒ NOT CHRONIC

DARKEN ONLY ONE BOX

EDUCATION

☐ HS
☒ A.A. or 64 CR+
☐ B.A. or 128 CR+
☐ M.A. or 160 CR+
☐ ID
☐ PhD

DARKEN ONLY ONE BOX

RECOMMENDATION

CONTINUE IN PRESENT ASSIGNMENT ☒

RE-ASSIGNMENT (SPECIFY ON FRONT) ☐

ADDITIONAL TRAINING (SPECIFY ON FRONT) ☐

PERFORMANCE MONITORING FOR SPECIFIED TIME (SPECIFY ON FRONT) ☐

OTHER (SPECIFY ON FRONT) ☐

DARKEN ONLY ONE BOX

THIS PERFORMANCE EVALUATION TAKES INTO ACCOUNT THE EMPLOYEE'S COMPLIANCE WITH DEPARTMENT'S (1) ORDINANCES AND FEDERAL TITLE VI STATUTES AND WHETHER THE EMPLOYEE WAS DISCIPLINED AS A RESULT OF SAME

PERFORMANCE AREAS	EACH AREA/DIMENSION REQUIRES A RESPONSE						BEHAVIORAL DIMENSIONS	EACH AREA/DIMENSION REQUIRES A RESPONSE					
	EXTREMELY COMPETENT	HIGHLY COMPETENT	COMPETENT	LOW	VERY LOW	NOT RATED		EXTREMELY COMPETENT	HIGHLY COMPETENT	COMPETENT	LOW	VERY LOW	
1. Community Interaction	5	4	3	2	1	0	13. Police Ethics / Integrity	5	4	3	2	1	
2. Apprehension/Intervention	5	4	3	2	1	0	14. Comprehension Skills	5	4	3	2	1	
3. Victim/Prisoner Interaction	5	4	3	2	1	0	15. Communication Skills	5	4	3	2	1	
4. Processing Arrests	5	4	3	2	1	0	16. Reasoning Ability	5	4	3	2	1	
5. Vehicular Offenses/Accidents	5	4	3	2	1	0	17. Information Ordering	5	4	3	2	1	
6. Handling Specific Offenses	5	4	3	2	1	0	18. Problem Recognition	5	4	3	2	1	
7. Police Interaction/Notification	5	4	3	2	1	0	19. Visualization	5	4	3	2	1	
8. Vehicle Operation/Maintenance	5	4	3	2	1	0	20. Spatial Orientation	5	4	3	2	1	
9. Review and Maintenance	5	4	3	2	1	0	21. Memorization	5	4	3	2	1	
10. Handling Special Cases	5	4	3	2	1	0	22. Judgement	5	4	3	2	1	
11. Vouchering	5	4	3	2	1	0	23. Innovativeness	5	4	3	2	1	
12. Report/Clerical Duties	5	4	3	2	1	0	24. Adaptability	5	4	3	2	1	
							25. Drive/Initiative	5	4	3	2	1	
							26. Interpersonal Skills	5	4	3	2	1	
							27. Appearance/Professional Image	5	4	3	2	1	
							28. Physical Fitness/Physical Activities	5	4	3	2	1	

OVERALL EVALUATION

EXTREMELY COMPETENT HIGHLY COMPETENT COMPETENT LOW VERY LOW

5 4 3 2 1

SEE GUIDE

Annual Total of Quarterly Points*

*See Interim Order 105, s '95

No.	4	0	1	2	3	4	5	6
No.	2	0	1	2	3	4	5	6

D000171



PERFORMANCE EVALUATION POLICE OFFICER - DETECTIVE / SPECIALIST

PD439-157 (Rev. 01-03) 001.733.200.00

FRONT OF FORM

INSTRUCTIONS

- Applicable to all ranks only
- Do Not Remove This Computer Form
- Use #2 Pencil or black ball point pen
- Follow Grading Instructions

RATEE	SURNAME Schoolcraft, Adrian	RANK PFO	COMMAND 081	DATE ASSIGNED TO COMMAND 7-03
SOCIAL SECURITY	TAX REGISTRY	PRIMARY ASSIGNMENT Crime Reduction Unit 12-16-03	DATE OF PRIMARY ASSIGNMENT 4-1-04	TO 12-15-04

THE RATER HAS SHOWN THE EVALUATION TO ME AND FULLY DISCUSSED ITS CONTENTS, INCLUDING MY RIGHTS. I HAVE SIGNED THE EVALUATION REGARDING THE INSURE.

I WISH TO APPEAL THIS EVALUATION:

☐ (IF APPEALED, INITIAL AND DARKEN BOX)

RATER'S INITIALS

RATER	RATER'S NAME Miller, Michael	RANK Sgt.	COMMAND 081	DATE ASSIGNED TO COMMAND 8-03
SIGNATURE	DATE: 11-03-04			

• RATER MUST COMMENT ON THREE OF THE RATING DIMENSIONS (1, 2, 3, 4, 5, 6, 7, 8, 9)
• RATER MUST COMMENT ON "LOW" OR "HIGH" DIMENSIONS (1, 2, 3, 4, 5, 6, 7, 8, 9)
• INDICATE AREA/DIMENSION BY DARKENING BOX

2	0	1	2	3	4	5	6	7	8	9
3	0	1	2	3	4	5	6	7	8	9

PO SCHOOLCRAFT IS VERY RESOURCEFUL WHEN CONFRONTED WITH OBSTACLES AND IS ABLE TO OVERCOME THEM. HE IS ABLE TO FORMULATE A CREATIVE SOLUTION.

0	0	1	2	3	4	5	6	7	8	9
1	0	1	2	3	4	5	6	7	8	9

PO SCHOOLCRAFT QUICKLY LEARNS AND RETAINS ALL NEW INFORMATION CONCERNING HIS POST OR SECTOR.

2	0	1	2	3	4	5	6	7	8	9
5	0	1	2	3	4	5	6	7	8	9

PO SCHOOLCRAFT ALWAYS MAKES AN EFFORT TO MEET DEADLINES. HE IS NEVER COMPLACENT REGARDING WORK.

Overall Rater's Comments:

PO SCHOOLCRAFT PRESENTS HIMSELF AS A WELL ROUNDED OFFICER CAPABLE OF FULFILLING ANY TASK GIVEN TO HIM. HE DISPLAYS AN ABILITY TO LEARN AND IMPROVE HIS WORK WITH LITTLE SUPERVISION. HE IS AN ASSET TO THE DEPARTMENT.

BY SIGNING THIS FORM, THE RATER AND REVIEWER CERTIFY THAT IN FORMULATING THIS PERFORMANCE APPRAISAL, THEY HAVE REVIEWED AND CONSIDERED RATEE'S CPI, DEPARTMENT RECOGNITION, CCRB, PERFORMANCE MONITORING RECORDS, EEO COMPLIANCE, AND ALL OTHER RECORDS OF PERFORMANCE DOCUMENTATION FOR EVENTS IN THE IMMEDIATE RATING PERIOD. POSITIVE ACCOMPLISHMENTS SHOULD BE NOTED.

REVIEWER	COMMENTS:	<input checked="" type="checkbox"/> ACCURATE AND COMPLETE, CONCUR <input type="checkbox"/> SEE SEPARATE REVIEWER'S EVALUATION (NOTE: IN PURPOSE CAPTION, "OTHER" RUBBLE MUST ALSO BE DARKENED)
After review and consideration of the officer's performance areas, behavioral dimensions, sick record, EEO guideline compliance, and general enforcement activity during the rating period, the undersigned concurs with the above rating. *CCRB record has been noted: Officer and direct supervisor guided on same.		

REVIEWER'S NAME Raganella, Anthony	RANK Lt.	COMMAND 081	DATE ASSIGNED TO COMMAND 12/2003
TAX REGISTRY NO.	SIGNATURE Lt. of Raganella	DATE: 12/01/04	

• ORIGINAL MUST BE FORWARDED TO EMPLOYEE MANAGEMENT DIVISION (EVEN IF APPEALED)
• COPY COMMAND FILE
• MEMBER COPY

FORM NO. F-4375-NYCPD

D000172



Online Performance Evaluation System Police Officer - Detective Specialist

RATEE			
SURNAME	FIRST	M.I.	Appt Date
SCHOOLCRAFT	ADRIAN	P	7/1/2002
RATEE TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
[REDACTED]	PO	081	11/15/2005
TIMES SICK	DAYS LOST	PURPOSE	RECOMMENDATION
NLOD: 1 LOD: 0	NLOD: 2-5 LOD: 0	ANNUAL	TRANSFER
Not chronic		Date of Primary Assignment: 7/1/2003	
Primary Assignment: Patrol		IF COMPLETED POLICE CADET PROGRAM	
		Rating Period From: 12/15/2007	To: 12/15/2008

RATER			
SURNAME	FIRST	M.I.	
STUKES	RAYMOND	C	
RATER TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
[REDACTED]	SERGEANT	081	3/28/2008

PERFORMANCE AREAS

Area	Rating
1 Community Interaction	4
2 Apprehension/Intervention	3
3 Victim/Prisoner Interaction	4
4 Processing Arrests	4
5 Vehicular Offenses/Accidents	4
6 Handling Specific Offenses	4
7 Police Interaction/Notification	4
8 Vehicle Operation/Maintenance	4
9 Review and Maintenance	3
10 Handling Special Cases	3
11 Vouchering	4
12 Report/Clerical Duties	4

BEHAVIORAL DIMENSIONS

Dimension	Rating
13 Police Ethics / Integrity	4
14 Comprehension Skills	4
15 Communication Skills	4
16 Reasoning Ability	4
17 Information Ordering	3
18 Problem Recognition	4
19 Visualization	3
20 Spatial Orientation	4
21 Memorization	4
22 Judgement	3
23 Innovativeness	3
24 Adaptability	2
25 Drive/Initiative	1
26 Interpersonal Skills	3
27 Appearance/Professional Image	3
28 Physical Fitness/Physical Activities	3

Overall Evaluation : 2.5**Does not qualify Quarterly Point****1. Community Interaction**

P. O. SCHOOLCRAFT SHOWS GOOD COMMUNITY INTERACTION BY ELICITING INFORMATION FROM WITNESSES AND VICTIMS. HE ALSO MEDIATES PROBLEMS BETWEEN DISPUTING INDIVIDUALS AND PROVIDES COUNSELING WHEN FAMILIES HAVE CONFLICTS.

2. Apprehension/Intervention

P. O. SCHOOLCRAFT NEEDS IMPROVEMENT IN THE ABILITY TO RECOGNIZE, SEEK OUT AND APPREHEND THOSE ENGAGED IN ILLEGAL ACTIVITIES.

4. Processing Arrests

P.O. SCHOOLCRAFT IS ABLE TO COMPLETE ARREST FORMS ACURATELY AND COMPLETELY IS ABLE TO FINGERPRINT, PHOTOGRAPH AND PROCESS ALL ARREST RELATED PAPERWORK

25. Drive/Initiative

P.O. SCHOOLCRAFT'S POOR ACTIVITY IS A DIRECT RESULT OF HIS LACK OF INNOVATIVENESS TO PERFORM HIS ASSIGNMENT AS A PATROL OFFICER. P.O. SCHOOLCRAFT NEEDS CONSTANT SUPERVISION. HE PERFORMS HIS TASKS IDLY UNLESS SPECIFICALLY DIRECTED TO WORK.

24. Adaptability

P.O. SCHOOOCRAFT IS UNWILLING TO CHANGE HIS APPROACH TO MEETING THE PERFORMANCE STANDARDS OF A NEW YORK CITY POLICE OFFICER. THE OFFICER HAS BEEN RETRAINED, COUNSELED AND GIVEN DIRECTION ON NUMEROUS OCCASSION'S BY VAROUS SUPERVISORS WITH NO CHANGE.

Overall Rater's Comments:

THE PERFORMANCE EXHIBITED BY P.O. SCHOOLCRAFT IS WELL BELOW STANDARD. THERE IS A LIMITED ABILITY TO PERFORM THE APPROPRIATE TASKS FOR A GIVEN ASSIGNMENT WITHOUT SUPERVISION. THE OFFICER FREQUENTLY DISREGARDS PERFORMING RESPONSIBILITIES OR ADHERENCE TO ACTIVITY STANDARDS OF A NEW YORK CITY POLICE OFFICER. HE OCCASIONALLY EXERCISES SOUND JUDGEMENT AND GENERALLY WILLING TO DO THE JOB BUT WILL DO SO WHEN INSTRUCTION AND DIRECTIONS

BY SIGNING THIS FORM, THE RATER AND REVIEWER CERTIFY THAT IN FORMULATING THIS PERFORMANCE APPRAISAL, THEY HAVE REVIEWED AND CONSIDERED RATEE'S CPI, DEPARTMENT RECOGNITION, CCRB, PERFORMANCE MONITORING RECORDS, EEO COMPLIANCE, AND ALL OTHER RECORDS OF PERFORMANCE DOCUMENTATION FOR EVENTS IN THE IMMEDIATE RATING PERIOD. POSITIVE ACCOMPLISHMENTS SHOULD BE NOTED.

REVIEWER			
SURNAME	FIRST	M.I.	
MAURIELLO	STEVEN	M	
REVIEWER'S TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
	DEPUTY INSPECTOR	081	10/30/2006

Overall Reviewer Comments:

Police Officer Schoolcraft has been counseled by both his Squad Supervisor and his Platoon Commander about his lack of drive. He has yet to show any improvement. I concur with the above evaluation.

☒ ACCURATE AND COMPLETE, CONCUR
☐ SEE SEPARATE REVIEWER'S EVALUATION



Online Performance Evaluation System Police Officer - Detective Specialist

View By: TIMOTHY CAUGHEY TaxID: [REDACTED] Date: 3/17/2009 4:25:49 PM

RATEE

SURNAME	FIRST	M.I.	Appt Date
SCHOOLCRAFT	ADRIAN	P	7/1/2002
RATEE TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
[REDACTED]	PO	081	11/15/2005
TIMES SICK	DAYS LOST	PURPOSE	RECOMMENDATION
NLOD: 0	NLOD: 0	ANNUAL	CONTINUE IN PRESENT ASSIGNMENT
LOD: 0	LOD: 0		

Not chronic Date of Primary Assignment: 11/15/2005 IF COMPLETED POLICE CADET PROGRAM

Primary Assignment: PATROL Rating Period From: 12/16/2004 To: 12/15/2005

RATER

SURNAME	FIRST	M.I.	
MEYER	WILLIAM	F	
RATER TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
[REDACTED]	SERGEANT	081	3/28/2003

PERFORMANCE AREAS

Area	Rating
1 Community Interaction	3
2 Apprehension/Intervention	3
3 Victim/Prisoner Interaction	3
4 Processing Arrests	3
5 Vehicular Offenses/Accidents	4
6 Handling Specific Offenses	4
7 Police Interaction/Notification	4
8 Vehicle Operation/Maintenance	4
9 Review and Maintenance	4
10 Handling Special Cases	4
11 Vouchering	4
12 Report/Clerical Duties	4

BEHAVIORAL DIMENSIONS

Dimension	Rating
13 Police Ethics / Integrity	5
14 Comprehension Skills	4
15 Communication Skills	4
16 Reasoning Ability	3
17 Information Ordering	3
18 Problem Recognition	4
19 Visualization	3
20 Spatial Orientation	4
21 Memorization	4
22 Judgement	4
23 Innovativeness	4
24 Adaptability	4
25 Drive/Initiative	4
26 Interpersonal Skills	4
27 Appearance/Professional Image	4

28 Physical Fitness/Physical Activities	5
---	---

Overall Evaluation : 3.5**Annual Total of Quarterly Point: 48****13. Police Ethics / Integrity**

PO SCHOOLCRAFT IS ALWAYS ON TIME AND PUNCTUAL. PO SCHOOLCRAFT ALWAYS SUPPORTS DEPARTMENT POLICY. PO SCHOOLCRAFT'S DEPARTMENT AND PERFORMANCE ALWAYS REFLECTS A HIGH LEVEL OF INTEGRITY.

15. Communication Skills

PO SCHOOLCRAFT'S ABILITY TO COMMUNICATE IS VERY GOOD IN THAT HE COMMANDS THE ATTENTION OF ALL LISTENERS. PO SCHOOLCRAFT SPEAKS WITH FORCEFULNESS AND CLARITY AND HAS NEAR PERFECT ENUNCIATION.

27. Appearance/Professional Image

PO SCHOOLCRAFT ALWAYS DRESSES APPROPRIATELY FOR ASSIGNMENTS. PO SCHOOLCRAFT'S APPEARANCE IS ALWAYS IN HARMONY WITH HIS PROFESSIONAL CAPACITY. PO SCHOOLCRAFT IS REFLECTIVE OF A POSITIVE SELF-IMAGE AND PROFESSIONAL PRIDE.

Overall Rater's Comments:

ALTHOUGH PO SCHOOLCRAFT HAS BEEN OUT LONG-TERM LEAVE FOR MOST OF THIS RATING PERIOD HE HAS PROVEN HIMSELF TO BE A FINE OFFICER WITH GREAT POTENTIAL. PO SCHOOLCRAFT ALWAYS REPRESENTS THE DEPARTMENT IN A VERY FAVORABLE MANNER. PO SCHOOLCRAFT ALWAYS SHOWS COURTESY AND RESPECT TO THE PUBLIC, HIS PEERS AS WELL AS HIS SUPERVISORS.

BY SIGNING THIS FORM, THE RATER AND REVIEWER CERTIFY THAT IN FORMULATING THIS PERFORMANCE APPRAISAL, THEY HAVE REVIEWED AND CONSIDERED RATEE'S CPI, DEPARTMENT RECOGNITION, CCRB, PERFORMANCE MONITORING RECORDS, EEO COMPLIANCE, AND ALL OTHER RECORDS OF PERFORMANCE DOCUMENTATION FOR EVENTS IN THE IMMEDIATE RATING PERIOD. POSITIVE ACCOMPLISHMENTS SHOULD BE NOTED.

REVIEWER

SURNAME	FIRST	M.I.	
MYRIE	LEIGHTON	A	
REVIEWER'S TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
	LIEUTENANT	081	2/2/2005

Overall Reviewer Comments:

PO Schoolcraft is a competent member of the 81 pct. His disposition is consistently courteous and respectful. We expect great things from PO Schoolcraft in the future.

☒ ACCURATE AND COMPLETE CONCUR
☐ SEE SEPARATE REVIEWER'S EVALUATION

THE RATER HAS SHOWN THIS EVALUATION TO ME AND FULLY DISCUSSED ITS CONTENTS, INCLUDING MY RIGHTS AND RESPONSIBILITIES REGARDING EEO ISSUES.

☐ I WISH TO APPEAL THIS EVALUATION

Online Evaluation

Page 3 of 3

RATEE
SIGNATURE _____ Date _____

RATER
SIGNATURE _____ Date _____

REVIEWER
SIGNATURE _____ Date _____

View By: TIMOTHY CAUGHEY TaxID: [REDACTED] Date: 3/17/2009 4:25:49 PM



Online Performance Evaluation System Police Officer - Detective Specialist

View By: TIMOTHY CAUGHEY TaxID: [REDACTED] Date: 3/17/2009 4:25:58 PM

RATEE

SURNAME	FIRST	M.I.	Appt Date
SCHOOLCRAFT	ADRIAN	P	7/1/2002
RATEE TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
[REDACTED]	PO	081	11/15/2005
TIMES SICK	DAYS LOST	PURPOSE	RECOMMENDATION
NLOD: 1 LOD: 0	NLOD: 2-5 LOD: 0	ANNUAL	CONTINUE IN PRESENT ASSIGNMENT
Not chronic		Date of Primary Assignment: 11/15/2005	
Primary Assignment: PATROL		Rating Period From: 12/16/2005 To: 12/15/2006	

RATER

SURNAME	FIRST	M.I.	
MEYER	WILLIAM	F	
RATER TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
[REDACTED]	SERGEANT	081	3/28/2003

PERFORMANCE AREAS**BEHAVIORAL DIMENSIONS**

Area	Rating	Dimension	Rating
1 Community Interaction	3	13 Police Ethics / Integrity	3
2 Apprehension/Intervention	3	14 Comprehension Skills	3
3 Victim/Prisoner Interaction	3	15 Communication Skills	5
4 Processing Arrests	3	16 Reasoning Ability	3
5 Vehicular Offenses/Accidents	3	17 Information Ordering	3
6 Handling Specific Offenses	3	18 Problem Recognition	3
7 Police Interaction/Notification	4	19 Visualization	3
8 Vehicle Operation/Maintenance	3	20 Spatial Orientation	3
9 Review and Maintenance	4	21 Memorization	3
10 Handling Special Cases	3	22 Judgement	3
11 Vouchering	3	23 Innovativeness	3
12 Report/Clerical Duties	3	24 Adaptability	3
		25 Drive/Initiative	3
		26 Interpersonal Skills	3
		27 Appearance/Professional Image	5

28 Physical Fitness/Physical Activities | 4

Overall Evaluation : 3.5**Annual Total of Quarterly Point: 45****13. Police Ethics / Integrity**

PO SCHOOLCRAFT IS ALWAYS ON TIME AND PUNCTUAL. PO SCHOOLCRAFT ALWAYS SUPPORTS DEPARTMENT POLICY. PO SCHOOLCRAFT'S DEPARTMENT AND PERFORMANCE ALWAYS REFLECTS A HIGH LEVEL OF INTEGRITY.

15. Communication Skills

PO SCHOOLCRAFT'S ABILITY TO COMMUNICATE IS VERY GOOD IN THAT HE COMMANDS THE ATTENTION OF ALL LISTENERS. PO SCHOOLCRAFT SPEAKS WITH FORCEFULNESS AND CLARITY AND HAS NEAR PERFECT ENUNCIATION.

27. Appearance/Professional Image

PO SCHOOLCRAFT ALWAYS DRESSES APPROPRIATELY FOR HIS ASSIGNMENTS. PO SCHOOLCRAFT'S APPEARANCE IS ALWAYS IN HARMONY WITH HIS PROFESSIONAL CAPACITY. PO SCHOOLCRAFT IS REFLECTIVE OF A POSITIVE SELF-IMAGE AND PROFESSIONAL PRIDE.

Overall Rater's Comments:

PO SCHOOLCRAFT IS A WELL ROUNDED OFFICER WHO ALWAYS PRACTICES CPR. PO SCHOOLCRAFT'S WORK ETHICS AND INTEGRITY ARE VERY SUPPORTING OF DEPARTMENT POLICIES. PO SCHOOLCRAFT IS ALWAYS COURTEOUS AND RESPECTFUL OF HIS PEERS, HIS SUPERVISORS AND THE COMMUNITY HE SERVES. PO SCHOOLCRAFT ALWAYS REPRESENTS THE DEPARTMENT IN A FAVORABLE MANNER. FOR THIS RATING PERIOD PO SCHOOLCRAFT HAS NOT HAD AN OEEA OR A CCRB PROBLEM.

BY SIGNING THIS FORM, THE RATER AND REVIEWER CERTIFY THAT IN FORMULATING THIS PERFORMANCE APPRAISAL, THEY HAVE REVIEWED AND CONSIDERED RATEE'S CPI, DEPARTMENT RECOGNITION, CCRB, PERFORMANCE MONITORING RECORDS, EEO COMPLIANCE, AND ALL OTHER RECORDS OF PERFORMANCE DOCUMENTATION FOR EVENTS IN THE IMMEDIATE RATING PERIOD. POSITIVE ACCOMPLISHMENTS SHOULD BE NOTED.

REVIEWER

SURNAME	FIRST	M.I.	
MYRIE	LEIGHTON	A	
REVIEWER'S TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
	LIEUTENANT	081	2/2/2005

Overall Reviewer Comments:

PO Schoolcraft is a steady and reliable performer on the platoon. He can always be counted to handle complex assignments without difficulty and is always professional and polite in his demeanor.

☒ ACCURATE AND COMPLETE, CONCUR
☐ SEE SEPARATE REVIEWER'S EVALUATION

THE RATER HAS SHOWN THIS EVALUATION TO ME AND FULLY DISCUSSED ITS CONTENTS, INCLUDING MY RIGHTS AND RESPONSIBILITIES REGARDING EEO ISSUES.

☐ I WISH TO APPEAL THIS EVALUATION

Online Evaluation

Page 3 of 3

RATEE
SIGNATURE _____ Date _____

RATER
SIGNATURE _____ Date _____

REVIEWER
SIGNATURE _____ Date _____

View By: TIMOTHY CAUGHEY TaxID: [REDACTED] Date: 3/17/2009 4:25:58 PM



Online Performance Evaluation System Police Officer - Detective Specialist

View By: TIMOTHY CAUGHEY TaxID: [REDACTED] Date: 3/17/2009 4:26:07 PM

RATEE

SURNAME	FIRST	M.I.	Appt Date
SCHOOLCRAFT	ADRIAN	P	7/1/2002
RATEE TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
[REDACTED]	PO	081	11/15/2005
TIMES SICK	DAYS LOST	PURPOSE	RECOMMENDATION
NLOD: 0	NLOD: 0	INTERIM	CONTINUE IN PRESENT ASSIGNMENT
LOD: 0	LOD: 0		
Not chronic		Date of Primary Assignment: 5/10/2004	
Primary Assignment: PATROL		Rating Period From: 1/1/2007 To: 9/29/2007	

[REDACTED] COMPLETED POLICE ACADEMY PROGRAM

RATER

SURNAME	FIRST	M.I.	
MEYER	WILLIAM	F	
RATER TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
[REDACTED]	SERGEANT	081	3/28/2003

PERFORMANCE AREAS

Area	Rating
1 Community Interaction	3
2 Apprehension/Intervention	4
3 Victim/Prisoner Interaction	4
4 Processing Arrests	3
5 Vehicular Offenses/Accidents	3
6 Handling Specific Offenses	3
7 Police Interaction/Notification	3
8 Vehicle Operation/Maintenance	3
9 Review and Maintenance	3
10 Handling Special Cases	3
11 Vouchering	3
12 Report/Clerical Duties	3

BEHAVIORAL DIMENSIONS

Dimension	Rating
13 Police Ethics / Integrity	3
14 Comprehension Skills	3
15 Communication Skills	3
16 Reasoning Ability	3
17 Information Ordering	3
18 Problem Recognition	2
19 Visualization	3
20 Spatial Orientation	3
21 Memorization	3
22 Judgement	3
23 Innovativeness	3
24 Adaptability	3
25 Drive/Initiative	2
26 Interpersonal Skills	3
27 Appearance/Professional Image	3

28 Physical Fitness/Physical Activities | 4

Overall Evaluation : 3**Does not qualify Quarterly Point****18. Problem Recognition**

PO Schoolcraft usually understands the nature of a problem. PO Schoolcraft at times needs extra clarification to solve a problem. When given direction PO Schoolcraft generally recognizes the problem and its elements.

25. Drive/Initiative

PO Schoolcraft at times needs direction or prompting to resolve problems. PO Schoolcraft at times needs extra guidance to meet goals and deadlines. PO Schoolcraft usually checks records or files to assist in his problem resolution.

27. Appearance/Professional Image

PO Schoolcraft always dresses appropriately for his assignments. PO Schoolcraft's appearance is always in harmony with his professional capacity. PO Schoolcraft's uniforms and equipment utilized are always clean and serviceable. PO Schoolcraft is always physically fit

Overall Rater's Comments:

Although PO Schoolcraft's arrest activity has been fair, with 2 felony and 3 misdemeanor arrests since January of 2007, PO Schoolcraft's activity goals have not been met in other areas. This rating supervisor has discussed these goals with PO Schoolcraft and he understands what is expected of him.

BY SIGNING THIS FORM, THE RATER AND REVIEWER CERTIFY THAT IN FORMULATING THIS PERFORMANCE APPRAISAL, THEY HAVE REVIEWED AND CONSIDERED RATEE'S CPI, DEPARTMENT RECOGNITION, CCRB, PERFORMANCE MONITORING RECORDS, EEO COMPLIANCE, AND ALL OTHER RECORDS OF PERFORMANCE DOCUMENTATION FOR EVENTS IN THE IMMEDIATE RATING PERIOD. POSITIVE ACCOMPLISHMENTS SHOULD BE NOTED.

REVIEWER			
SURNAME	FIRST	M.I.	
DELAFUENTE	JEAN	P	
REVIEWER'S TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
	LIEUTENANT	081	12/15/2003

Overall Reviewer Comments:

I concur with the above evaluation.

☒ ACCURATE AND COMPLETE, CONCUR
☐ SEE SEPARATE REVIEWER'S EVALUATION

THE RATER HAS SHOWN THIS EVALUATION TO ME AND FULLY DISCUSSED ITS CONTENTS, INCLUDING MY RIGHTS AND RESPONSIBILITIES REGARDING EEO ISSUES.

☐ I WISH TO APPEAL THIS EVALUATION

RATEE

SIGNATURE _____

Date _____

RATER

Online Evaluation

Page 3 of 3

SIGNATURE _____ Date _____

REVIEWER
SIGNATURE _____ Date _____

View By: TIMOTHY CAUGHEY TaxID: [REDACTED] Date: 3/17/2009 4:26:07 PM

0230 Released From Forced OT
End of Tour

Alva P. R. #12943

Monday 2/23/89 RDO

Tuesday 2/24/89 RDO

Wednesday 2/25/89 4x12

1500 Present for duty @ CEF #

1520 Meeting w/ Lt. Mauriello

→ in re: appeal of annual

→ evaluation. Those present

→ at meeting: Capt. Lighthouse,

→ Lt. DeLaFuente, Lt. Moscal,

→ Sgt. Stukes, S. Weiss

→ Lt. Cox, and P.O. Gonzalez

1520 Sgt. Stukes instructs

P.O. Schoolcraft on the paper

Procedures to PG-205-58

Approval of Evaluator - OMO, S

1520 Lt. DeLaFuente

1630 10-62 (admin) / Sgt. Stukes

1915 Assigned to D/E/O, w/ P.O.

→ Sitzman, via RMP #2361

→ BSCI: ⊖

1920 10-34 @ Howard & Talley

→ Approached by B/M stating,

→ he only wants an Ambulance,

→ doesn't want to talk to police.

1940 10-90Y, re: 34

→ 10-61, Serve Papers to 930 Jett

No Meal

D000191

Zone No

591

11/03/2004
TERM: PERK

NEW YORK CITY POLICE DEPARTMENT
CENTRAL PERSONNEL INDEX

PAGE: 1

PROMOTION

TAX NUMBER: [REDACTED]

RANK: POH NAME: ADRIAN

SCHOOLCRAFT

COMMAND: 81

BACKGROUND CHECK
DATE : 07/01/2003
CONTROL #: 001
SERIAL #: XXX

APPTED

NUMBER OF EVENT RECORDS: 1

Y

D000398

DATE: 11/02/2004 NEW YORK CITY POLICE DEPARTMENT
 TERM: PERK PERSONNEL PROFILE REPORT
 TAX NUMBER : [REDACTED]

PAGE: 3

MOS NAME : SCHOOLCRAFT, ADRIAN, F
 RANK/TITLE: POLICE OFFICER MALE
 COMMAND : 081 081 PRECINCT

SHIELD : 12943
 FIREARMS: YES

DUTY AVAIL : NO RESTRICTIONS
 DUTY STATUS: ACTIVE
 STATUS DATE: 00/00/0000

ON SICK REPT: NOT-SICK
 CHRONIC : NO

*** EDUCATION SUMMARY ***

EDUCATION : ASSOCIATE

*** SKILLS SUMMARY ***

CODE SKILL

4050 RMP OPERATOR

TOTAL SKILL RECORDS FOUND : 1

*** DEPARTMENT RECOGNITION SUMMARY ***

MEDALS AWARDED:

EXCELLENT POLICE DUTY : 000
 MERITORIOUS POLICE DUTY: 000
 COMMENDATION : 000
 EXCEPTIONAL MERIT : 000
 HONORABLE MENTION : 000
 MEDAL FOR MERIT/VALOR : 000
 COMBAT CROSS : 000
 MEDAL OF HONOR : 000

*** EVALUATIONS SUMMARY ***

LAST THREE EVALUATIONS RECORDED:

YEAR: 2003 OVERALL: 3.5
 YEAR: 2003 OVERALL: 3
 YEAR: OVERALL:

D000399

DATE: 11/02/2004
TERM: PERK

TAX NUMBER : [REDACTED]

PAGE: 3

*** MONITORING SUMMARY ***

FORCE/DISCIPLINARY MONITORING:

LEVEL II FORCE : NO
LEVEL II DISCIPLINE : NO
LEVEL II PERFORMANCE: NO
LEVEL III DP : NO
LEVEL III SMS : NO

*** ARREST ACTIVITY SUMMARY ***

ARREST INFORMATION FROM 1982:

ARRESTS: 40 FELONIES : 10 MISDEMEANORS: 22
VIOLATIONS: 9 INFRACTIONS : 0 OTHER: 0
RESISTING : 12

*** PERSONNEL HISTORY ***

EFF	DATE	AUTHORITY	COMMAND	STATUS	RANK/TITLE
07/01/2002	219 02	P A T U	ACTIVE	POLICE OFFICER MALE	
11/15/2002	000 00	P A T U	ACTIVE	POLICE OFFICER MALE	
01/22/2003	019 03	075 PCT	ACTIVE	POLICE OFFICER MALE	
07/16/2003	213 03	081 PCT	ACTIVE	POLICE OFFICER MALE	

TOTAL HISTORY RECORDS FOUND : 4

*** MEDICAL HISTORY REPORT ***

SICK		RETURN		CHR	LOD	OLD LOD	TOUR PLAT
DATE	TIME	DATE	TIME				
09/19/2002	0650	09/19/2002	1535				2-2
08/28/2003	0200	10/12/2003	0200		Y		2-2
05/05/2004	1528	05/06/2004	0205				1-3
05/06/2004	1026	05/07/2004	0235				2-3

TOTAL TIMES SICK : 4

D000400